

**IN THE CLAIMS:**

This listing of claims will replace all prior versions and, listings, of claims in the application:

**Claim 1. (Currently Amended)**

A method for optimizing performance in an

organization comprising the steps of:

storing information regarding a plurality of individuals in at least one database;

receiving information regarding a first request to access at least one questionnaire from a first computer associated with a first individual, wherein said at least one questionnaire contains information regarding at least one question;

determining with a processor whether said first individual is authorized to access said at least one questionnaire;

providing access to said at least one online questionnaire to at least one upon a positive authorization of said first individual;

providing, via said processor, a plurality of questions to said first individual, wherein said plurality of questions is customized based on an organizational level of said first individual in said organization;

transmitting, via said first computer, information regarding a first response to said at least one questionnaire;

storing information regarding said first response in said at least one database;

transmitting information regarding a second request to access at least one questionnaire from a second computer associated with a second individual, wherein said at least one questionnaire contains information regarding at least one question;

determining with a processor whether said second individual is authorized to access said at least one questionnaire;

providing access to said at least one online questionnaire upon a positive authorization of said second individual;

providing, via said processor, a plurality of questions to said second individual, wherein said plurality of questions is customized based on said organizational level of said second individual in said organization;

transmitting, via said second computer, information regarding a second response to said at least one questionnaire;

storing information regarding said second response in said at least one database;

compiling results of said at least one questionnaire into said at least one database;

displaying said results of said at least one questionnaire; ~~and~~

~~applying said results of said at least one questionnaire for said optimizing;~~

analyzing, via said processor, said results for said optimizing; and

creating, via said processor, an action plan for said first individual and said second individual.

**Claim 2. (Currently Amended)** A method according to claim 1, wherein each of said providing is first request and said second request are facilitated by received over at least one network.

**Claim 3. (Original)** A method according to claim 2, wherein said network is selected from the group consisting of an internet, an intranet, a wireless network, a cellular network, a

wide area network, a local area network, a virtual private network, a token ring network, and a dial-up network.

**Claim 4. (Original)** A method according to claim 1, further comprising the step of chronologically tracking the progress of said results.

**Claim 5. (Original)** A method according to claim 1, further comprising the step of displaying said results in real-time.

**Claim 6. (Original)** A method according to claim 1, wherein said results are displayed online.

**Claim 7. (Currently Amended)** A method according to claim 1, wherein at least part of said results of said first or said second individual are is displayed to at least one person other than said first or said second individual.

**Claim 8. (Original)** A method according to claim 1, wherein said results displayed vary depending on the person viewing said results.

**Claim 9. (Original)** A method according to claim 1, wherein said at least one database requires authorized access.

**Claim 10. (Original)** A method according to claim 1, wherein at least part of said results

is sorted.

**Claim 11. (Original)** A method according to claim 1, wherein at least part of said results is statistically analyzed.

**Claim 12. (Original)** A method according to claim 1, wherein at least part of said results is summarized.

**Claim 13. (Original)** A method according to claim 1, further comprising the step of quantitatively analyzing said results.

**Claim 14. (Original)** A method according to claim 1, further comprising the step of qualitatively analyzing said results.

**Claim 15. (Original)** A method according to claim 1, wherein said questionnaire comprises at least one question, said question being in a format selected from the group consisting of multiple-choice, ranking, and written answer.

**Claim 16. (Currently Amended)** A method according to claim 1, further comprising the step of providing each of said first and said second individual individuals with suggestions, help or tools for improvement.

**Claim 17. (Original)** A method according to claim 1, wherein said performance

comprises individual performance.

**Claim 18. (Currently Amended)** A method according to claim 1, wherein said performance comprises ~~business~~ performance for the organization.

**Claim 19. (Original)** A method according to claim 1, wherein said performance comprises team performance.

**Claim 20. (Original)** A method according to claim 19, wherein said team performance comprises at least one selected from the group consisting of innovation, engagement, alignment, productivity, and collaboration.

**Claim 21. (Currently Amended)** A method according to claim 1, wherein each of said first and said second individuals ~~said individual~~ is a member of an organization.

**Claim 22. (Original)** A method according to claim 21, wherein said at least one questionnaire is customized for said organization.

**Claim 23. (Canceled)**

**Claim 24. (Currently Amended)** A method according to claim 1, further comprising the step of determining the gap between at least said first ~~said individual's~~ desired state and at least said first ~~said individual's~~ actual state.

**Claim 25. (Original)** A method according to claim 21, wherein said performance comprises employee and management performance within said organization.

**Claim 26. (Original)** A method according to claim 21, further comprising the step of displaying at least part of said results to at least one member of a different organization.

**Claim 27. (Original)** A method according to claim 26 wherein said organization is part of a "virtual enterprise."

**Claim 28. (Currently Amended)** A method according to claim 21, wherein said at least one questionnaire comprises questions on topics selected from the group consisting of self appraisal, appraisal of said organization, project goals, customer service, work environment, leadership, communication, educational programs, personal goals, ideas, perspectives, feedback, and relationships.

**Claim 29. (Original)** A method according to claim 21, wherein at least part of said results of said member are displayed in a format containing at least one of category, importance, score, gap, and comments.

**Claim 30. (Original)** A method according to claim 1, wherein said optimizing comprises the step of improving said individual's work environment.

**Claim 31. (Original)** A method according to claim 1, wherein said optimizing comprises the step of creating a shared view.

**Claim 32. (Original)** A method according to claim 1, wherein said optimizing comprises the step of obtaining feedback.

**Claim 33. (Original)** A method according to claim 21, wherein said performance comprises the performance of a "virtual enterprise", wherein said organization is part of said "virtual enterprise."

**Claim 34. (Currently Amended)** ~~An apparatus~~ A system for optimizing performance in an organization comprising:

at least one database for storing information regarding a plurality of individuals, for storing information regarding a first response, for storing information regarding a second response, and for compiling results of at least one online questionnaire;

~~questionnaire means for providing~~ a first user computer for transmitting information regarding a first request to access said at least one online questionnaire ~~designed to be completed by at least one individual;~~ wherein said first user computer is associated with a first individual;

~~compilation means for compiling results of said questionnaire; and~~

~~at least one database, wherein said results are stored;~~

~~wherein said results can be used to optimize performance.~~

a second user computer for transmitting information regarding a second request to access said at least one online questionnaire, wherein said second user computer is associated with a

second individual:

a processor for determining whether said first individual is authorized to access said at least one online questionnaire, and for determining whether said second individual is authorized to access said at least one online questionnaire;

wherein said at least one online questionnaire contains information regarding at least one question,

wherein said processor provides access to said at least one online questionnaire upon a positive authorization of said first individual, provides access to said at least one online questionnaire upon a positive authorization of said second individual, and provides a plurality of questions connected to said at least one online questionnaire to each of said first and second user computers,

wherein said plurality of questions to said first user computer is customized based on a level of said first individual in said organization,

wherein said plurality of questions to said second user computer is customized based on said level of said second individual in said organization;

wherein said first user computer transmits information regarding a first response to said at least one questionnaire, and

wherein said second user computer transmits information regarding a second response to said at least one questionnaire;

wherein said system displays results of said at least one questionnaire,

wherein said processor analyzes said results for said optimizing, and

wherein said system creates an action plan for said first user computer and said second user computer in response to said optimizing.

**Claim 35. (Currently Amended)**      ~~An apparatus~~ The system according to claim 34 further comprising ~~a security means, said security~~ wherein said processor allowing a level of grants access to said results depending on the person accessing said results.

**Claim 36. (Currently Amended)**      ~~An apparatus~~ The system according to claim 34 further comprising ~~connection means~~ a connection device for connecting said ~~apparatus~~ each of said first and said second user computers to a network.

**Claim 37. (Currently Amended)**      ~~An apparatus~~ The system according to claim 36, wherein said connection ~~means~~ device is selected from the group consisting of internet connection, intranet connection, cable modem, fax modem, DSL modem, coaxial cable, and telephone line.

**Claim 38. (Currently Amended)**      ~~An apparatus~~ The system according to claim 34, wherein said at least one questionnaire means and said at least one database are connected by ~~connection means~~ said network.

**Claim 39. (Currently Amended)**      ~~An apparatus~~ The system according to claim 38, wherein said connection ~~means~~ device is selected from the group consisting of internet connection router, intranet connection router, cable modem, fax modem, DSL modem, cellular modem, coaxial cable, and telephone line.

**Claim 40. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, further comprising ~~a display means~~ for displaying at least part of said results.

**Claim 41. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, further comprising statistical analysis ~~means~~ software embedded in database non-transitory storage device for statistically analyzing at least part of said results.

**Claim 42. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, ~~further comprising chronological tracking means for~~ wherein said system chronologically ~~tracking tracks~~ progress of said results.

**Claim 43. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, wherein said results are displayed in real-time.

**Claim 44. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, wherein said results are displayed online.

**Claim 45. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, ~~further comprising display means for displaying~~ wherein at least part of said results are displayed to at least one person other than said individual first or said second individuals.

**Claim 46. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, wherein said questionnaire comprises at least one question, said question being in a format

selected from the group consisting of multiple-choice, ranking, and written answer.

**Claim 47. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, wherein said at least one questionnaire is customized for each of said individual plurality of individuals.

**Claim 48. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, wherein said at least one questionnaire is customized for an organization.

**Claim 49. (Currently Amended)** ~~An apparatus~~ The system according to claim 34, ~~further comprising means for displaying wherein~~ at least part of said results of said individual are displayed in a format containing at least one of category, importance, score, gap, and comments.

**Claims 50 - 52. (Canceled)**

**Claim 53. (New)** A method for online personal assessment in an organization comprising the steps of:

storing information regarding a plurality of individuals in a storage device;

receiving information regarding a first request to access at least one online tool from a first computer associated with a first individual of said plurality of individuals, wherein said at least one online tool comprises questionnaire plurality of open-ended questions;

determining with a processor whether said first individual is authorized to access said at least one online tool;

providing access to said at least one online tool upon a positive authorization of said first individual;

customizing, via said processor, said at least one online tool based on said level of said first individual in said organization to create a first customized online tool, wherein said customized online tool comprises at least one open-ended question associated with said first individual;

receiving, via said first computer, information regarding a first response to said at least one open-ended question;

storing, via said database, information regarding said first response in an account associated with said first individual;

providing a prompt to said first individual to share said information regarding said first response with a second individual of said plurality of individuals;

receiving information regarding a second request to access said customized online tool from a second computer associated with a second individual of said plurality of individuals;

determining with a processor whether said second individual is authorized to access said customized online tool;

providing, via said processor, access to said customized online tool upon a positive authorization of said second individual;

customizing, via said processor, said customized online tool based on said level of said second individual in said organization to create a second customized online tool;

determining, with said processor, whether said second individual is authorized to access said first response;

providing, via said processor, said second individual with access to said first response

upon a positive authorization to share said information regarding said first response;

receiving, via said second computer, a second response in said customized online tool,  
wherein said second response is provided in response to said first response;

receiving, via said processor, information regarding said second response to said first user  
account;

transmitting, via said processor, said second response to said customized online tool  
associated with said first individual;

analyzing said second response to optimize said first response..

**Claim 54. (New)** The method according to claim 52, wherein each of said first  
request and said second request are received over at least one network.

**Claim 55. (New)** The method according to claim 54, wherein said network is  
selected from the group consisting of an internet, an intranet, a wireless network, a cellular  
network, a wide area network, a local area network, a virtual private network, a token ring  
network, and a dial-up network.

**Claim 56. (New)** The method according to claim 1, wherein said plurality of  
questions is selected from the group consisting of company, rewards, work, and people.